# DECLARATION AND POWER OF ATTORNEY FOR PATENT APPLICATION

As a below named inventor, I hereby declare that:

My residence, post office address and citizenship are as stated below next to my name;

I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled

### System and Method for Integrated Management of Personnel Planning Factors

the sp	ecification of	which (check one	e)		
<u>X</u>	is attached l	hereto.			
				(if applicable).	
	•			ontents of the above amendment referred	
application of the continuity	ation in accor uation-in-part	dance with Title in applications, mail ior application and	37, Code of Federa terial information v	material to the pate I Regulations, §1.56 which became availa CT international filin	, including for able between the
§ 365( or § 36 the Un applica	b) of any fore 55(a) of any P ited States of ation for pater	eign application(s) CT international America, listed but inventor's or p	) for patent, invento application which below and have also lant breeder's right	or's or plant breeder'	y PCT international
Prior !	Foreign App	lication(s):		Priority Claimed	Certified Copy Attached
(1)	Tumber)	(Country)	MM/DD/YYYY	Yes No	Yes No
applica	ation(s) listed	below and, insof	ar as the subject ma	Code, §120 of any Untter of each of the coplication in the man	laims of this

first paragraph of Title 35, United States Code, §112, I acknowledge the duty to disclose information material to the patentability of this application as defined in Title 37, Code of Federal Regulations, §1.56 which occurred between the filing date of the prior application and the national or PCT international filing date of this application:

(Application Serial #) (Filing Date) (Status)

I hereby declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code and that such willful false statements may jeopardize the validity of the application or any patent issued thereon.

POWER OF ATTORNEY: As a named inventor, I hereby appoint the following attorneys and/or agents to prosecute this application and transact all business in the Patent and Trademark Office connected therewith.

John W. Henderson, Jr., Reg. No. 26,907; James H. Barksdale, Jr., Reg. No. 24,091; Thomas E. Tyson, Reg. No. 28,543; Robert M. Carwell, Reg. No. 28,499; Jeffrey S. LaBaw, Reg. No. 31,633; Douglas H. Lefeve, Reg. No. 26,193; Casimer K. Salys, Reg. No. 28,900; David A. Mims, Jr., Reg. No. 32,708; Volel Emile, Reg. No. 39,969; Leslie A. Van Leeuwen, Reg. No. 42,196; Christopher A. Hughes, Reg. No. 26,914; Stanley B. Green, Reg. No. 24,351; John E. Hoel, Reg. No. 26,279; Joseph C. Redmond, Jr., Reg. No. 18,753; Marilyn S. Dawkins, Reg. No. 31,140; Cynthia S. Byrd, Reg. No. 39,365; Joseph T. Van Leeuwen, Reg. No. 44,383.

Send correspondence to:

Joseph T. Van Leeuwen P.O. Box 81641 Austin, Texas 78708-1641

FULL NAME OF SOLE OR FIRST INVENTOR: Michael Joseph Calderaro

INVENTOR'S SIGNATURE: Michael Joseph Caldling DATE: 6/28/0/

RESIDENCE: 401 Explorer St.

Austin, Texas 78734

CITIZENSHIP: USA

POST OFFICE ADDRESS: 401 Explorer St.

Austin, Texas 78734

FULL NAME OF SECOND INVENTOR: Robert John Castro
INVENTOR'S SIGNATURE: DATE:
RESIDENCE: 406 Autumngate Drive Raleigh, North Caroliina 27606
CITIZENSHIP: USA
POST OFFICE ADDRESS: 406 Autumngate Drive Raleigh, North Caroliina 27606
FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker
INVENTOR'S SIGNATURE: DATE:
RESIDENCE: 2200 Heathrowe Place Raleigh, North Carolina 27609
CITIZENSHIP: USA
POST OFFICE ADDRESS: 2200 Heathrowe Place Raleigh, North Carolina 27609
FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore INVENTOR'S SIGNATURE: 1/28/01
INVENTOR'S SIGNATURE: Oyu P. Sepole DATE: 6/28/01
RESIDENCE: 3877 Royal Troon Drive Round Rock, Texas 78664
CITIZENSHIP: USA
POST OFFICE ADDRESS: 3877 Royal Troon Drive

Round Rock, Texas 78664

FULL NAME OF FIFTH IN	VENTOR: William Daniel Ordwa	ıy, Jr.
INVENTOR'S SIGNATURE	E:	DATE:
RESIDENCE: 8 Edgecombe Smithfield, No	Ct orth Carolina 27577	
CITIZENSHIP: USA		
POST OFFICE ADDRESS:	8 Edgecombe Ct Smithfield, North Carolina 27577	
	IVENTOR: Patricia E. Vickers E: Patricia R. Tickers	DATE: 6/28/01
RESIDENCE: 2213 Macaw E Cedar Park, T	Drive	, ,
CITIZENSHIP: USA		
POST OFFICE ADDRESS:	2213 Macaw Drive Cedar Park, Texas 78613	

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### System and Method for Integrated Management of Personnel Planning Factors

was filed on	the specification of which (check one)		
as Application Serial No	X is attached hereto.		
I hereby state that I have reviewed and understand the contents of the above identified specification, including the claims, as amended by any amendment referred to above.  I acknowledge the duty to disclose information which is material to the patentability of this application in accordance with Title 37, Code of Federal Regulations, \$1.56, including for continuation-in-part applications, material information which became available between the filing date of the prior application and the national or PCT international filing date of the continuation-in-part application and the national or PCT international filing date of the continuation-in-part application.  I hereby claim foreign priority benefits under Title 35, United States Code, §119(a)-(d) or (f), or § 365(b) of any PCT international application which designated at least one country other than the United States of America, listed below and have also identified below, any foreign application for patent inventor's or plant breeder's rights certificate(s) or any PCT international application having a filing date before that of the application on which priority is claimed.  Prior Foreign Application(s):  Priority Claimed Certified Copy Attached  (Number)  (Country)  MM/DD/YYYY  I hereby claim the benefit under Title 35, United States Code, §120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application in the manner provided by the Atty Ref. No. 18M-1027	was filed onas Application Serial No		
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Yes   No   Yes   No   No   No   No   No   No   No   N	§ 365(b) of any foreign application(s) for patent, inventor's or § 365(a) of any PCT international application which destine United States of America, listed below and have also is application for patent inventor's or plant breeder's rights c	s or plant breeder signated at least of dentified below, a ertificate(s) or an	r's rights certificate(s), one country other than any foreign ny PCT international
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	Atty Ref. No. IBM-1027 Page 1		

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Send correspondence to:

Joseph T. Van Leeuwen P.O. Box 81641 Austin, Texas 78708-1641

FULL NAME OF SOLE OR FIRST INVENTOR: Michael Joseph Ca
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INVENTOR'S SIGNATURE:	DATE:	
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RESIDENCE: 401 Explorer St.

Austin, Texas 78734

CITIZENSHIP: USA

POST OFFICE ADDRESS: 401 Explorer St.

Austin, Texas 78734

FULL NAME OF SECOND INVENTOR: Robert John Castro

INVENTOR'S SIGNATURE: Poly Colon Colon DATE: 6/28/2001

RESIDENCE: 406 Autumngate Drive

Raleigh, North Caroliina 27606

CITIZENSHIP: USA

POST OFFICE ADDRESS: 406 Autumngate Drive

Raleigh, North Carolina 27606

FULL NAME OF THIRD INVENTOR: Corrine Glavin Krumenacker

INVENTOR'S SIGNATURE: Colvine Xform Musiquely DATE: 6/28/2001

RESIDENCE: 2200 Heathrowe Place

Raleigh, North Carolina 27609

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2200 Heathrowe Place

Raleigh, North Carolina 27609

FULL NAME OF FOURTH INVENTOR: Lynn P. Lepore

INVENTOR'S SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_

RESIDENCE: 3877 Royal Troon Drive

Round Rock, Texas 78664

CITIZENSHIP: USA

POST OFFICE ADDRESS: 3877 Royal Troon Drive

Round Rock, Texas 78664

FULL NAME OF FIFTH INVENTOR: William Daniel Ordway, Jr.

INVENTOR'S SIGNATURE ULL: David Order DATE: June 24, 2001

RESIDENCE: 8 Edgecombe Ct

Smithfield, North Carolina 27577

CITIZENSHIP: USA

POST OFFICE ADDRESS: 8 Edgecombe Ct

Smithfield, North Carolina 27577

FULL NAME OF SIXTH INVENTOR: Patricia E. Vickers

INVENTOR'S SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

RESIDENCE: 2213 Macaw Drive

Cedar Park, Texas 78613

CITIZENSHIP: USA

POST OFFICE ADDRESS: 2213 Macaw Drive

Cedar Park, Texas 78613